Department of Administrative Services – Human Resources Enterprise
Calculating AFSCME Seniority

Name: _____ **SSN:** _____

Payroll No.: _____ **Date of Hire:** _____

Current Class: _____ **Cutoff Date:** _____

Previously Held Job Classes

Contract Service			Non-contract Service		
From	**To**	**Class**	**From**	**To**	**Class**

Total Contract Covered Service: _____ **Total Non-contract Service:** _____

Adjusted AFSCME Seniority Date: _____

The following is the method of calculating seniority dates for AFSCME covered employees and employees in collective bargaining exempt positions who previously held AFSCME covered classes.

1. Employees covered by SPOC or UE/IUP have no seniority upon entrance <u>or</u> return to an AFSCME covered position.

2. If a bargaining eligible employee was <u>not</u> in an AFSCME eligible class on July 1, 2003, seniority will be calculated beginning on the date the employee entered the AFSCME covered class.

3. Current non-contract employees who were in their non-contract covered class on July 1, 2003 will continue to accrue AFSCME bargaining unit seniority based on the original date of hire with the state.

4. Employees in AFSCME covered classes on July 1, 2003 who later move to a non-contract job class will have their original seniority date frozen as of the date they moved to the non-contract class.

5. Employees hired after July 1, 2003 in non-contract job classes will not accrue AFSCME seniority, nor would they have any seniority to apply in cases of bumping to an AFSCME covered class.

IF ANY QUESTIONS, CONTACT YOUR PERSONNEL OFFICER.

DAS-HRE 04/04